

Approaches to continuing professional development for open education

Traditional approaches to Continuing Professional Development (CPD) prevalent at most African higher education institutions consist of face-to-face workshops which take academic staff away from their normal duties. The staff often find it difficult to implement what they learnt in such a workshop once they are back in their normal teaching environment.

In order to move away from such traditional approaches, OER Africa delivered a series of CPD pilot activities at African universities to introduce more innovative approaches to, through the design and delivery of modular and flexible 'learning pathways' (available at <https://bit.ly/2NVj3P5>).

OER Africa proposes to model an approach to CPD by developing an asynchronous, interactive learning pathway/tutorial that unpacks the CPD approach used in the African context. Participants will be exposed to the following issues:

1. What are the barriers to successful CPD initiatives in developing world contexts?
2. How should we author CPD initiatives differently?
3. What role for technology and what tools are available to develop CPD learning pathways?
4. What learning design principles need to be incorporated into the design of CPD learning pathways?
5. What are the advantages and disadvantages of modular design?

The participants will be encouraged to engage with online learning pathway exemplars, including Finding and Adapting Open Content; Publishing via Open Access; Communicating Research Findings; and be challenged how the design principles might be applied to other CPD topics. The learning pathways are available at:

[Find Open Content - Overview \(oerafrica.org\)](https://oerafrica.org/Find-Open-Content-Overview)

[Adapt Open Content \(oerafrica.org\)](https://oerafrica.org/Adapt-Open-Content)

[Communicate research findings - Overview \(oerafrica.org\)](https://oerafrica.org/Communicate-research-findings-Overview)

[Publish using Open Access - Overview \(oerafrica.org\)](https://oerafrica.org/Publish-using-Open-Access-Overview)

The engagement will be a form of action that gets participants to work with short, 'just-in-time' tutorials on open learning while at the same time providing OER Africa and OE Global with recommendations for further CPD endeavours. Outcomes from the interactions will include answers to questions 1 to 5 above and the views of participants on alternative models of CPD.